



EMPLOYMENT TRIBUNALS

Claimant: Mr B Stirling

Respondent: Associated Society of Locomotive Engineers & Firemen
(ASLEF)

Heard at: London Central (Remotely by CVP)
On: 6, 7 and 8 December 2023

Before:
Employment Judge Heath
Mr C Wilby
Mr P Adkins

Representation
Claimant: In person
Respondent: Mr O Segal KC

JUDGMENT

1. The claimant's claims for direct race discrimination (section 13 Equality Act 2010) are not upheld.
2. The claimant's claim for exclusion from trade union membership (section 174 Trade Union & Labour Relations (Consolidation) Act 1992) is not upheld.

Employment Judge **Heath**
Date **8 December 2023**

JUDGMENT SENT TO THE PARTIES ON
Date **8 December 2023**

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>